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MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Edgar H. Reeder, Chairman
Howard N. Hebert, Commissioner — UCC Building — P. O. Box 1728 — Helena, Montana — George A. Morrison, Commissioner

FL. 230. MAY, 1962

April Seasonal Upturn Expands Working Force

April payrolls of industry and commerce showed the start of seasonal expansion on a variety of job fronts. Estimates compiled by the Commission in cooperation with U.S. Bureau of Labor Statistics figures the number of non-farm workers at 162,700 at mid-April. This was 3,700 above March employment, and 3,200 more than March a year ago. It was the second highest April employment of record, falling but 300 short of the record established for that month in 1956. The five year average of the employment increase between March and April is 6,200 wage earners. The rise between these two months this year is 2,500 short of this average chiefly because of the fact that several thousand more construction workers were kept employed throughout the winter months.

Most Industries Advance

All major industry groups exhibited employment gains over March with two exceptions. Employment in the total mining group, which includes metal mining, coal, non-metallic mining, and quarrying, and petroleum and natural gas production, remained at 6,500, the same as the March total. Employment in this industry group was 400 short of April, 1961. Metal mining accounted for 300 of this decline while employment in petroleum and natural gas production was down 200 from last year. Coal, non-metallic mining and quarrying showed an increase of 100 workers from last April. Finance insurance and real estate employment, at 6,200 stayed at the March level but was 200 higher than April, 1961.

Labor Market Trends Point to More Jobs, More Paychecks, Record Employment Year

There have been some good signs on Montana's economic horizon since the first of the year. Monthly industrial employment so far this year has either surpassed or nearly equalled previous records. If the trend continues, it is not unreasonable to expect that more than 180,000 wage earners will be working in non-farm industries by late summer. The all-time high was 179,800 wage earners in August of 1956. Most skilled and trained workers will no doubt be employed as the work season advances. Shortages are already developing in some skilled classifications. Some unemployment will remain in the ranks of thousands of unskilled and untrained workers for which job opportunities are rapidly disappearing.

Trade and Construction Lead

The annual expansion in trade industries began in earnest during April, sparked by the start of the spring buying season and early tourist traffic enroute to the Seattle World's Fair. Trade establishment added 1,300 workers to April payrolls. As the month ended, shortages of sales clerks, cooks, waitresses, and service station attendants were starting to build up in major areas of the state. Shortages of these workers were also evident at Yellowstone National Park where record attendance is anticipated this year.

Second only to the April gain in trade units was the addition of 1,100 workers in the construction field. This brought the construction employment force to 10,300, a gain of 2,400 over last April. The shape of construction covered a wide array of projects including dams near Hardin and Dillon, statewide highway projects, the Butte copper concentration plant, the cement plant near Helena, a million dollar expansion program at a Trident cement plant, forest product plants at Bonner and Libby, new shopping centers, schools, court houses, post offices, commercial building and new homes throughout the length and breadth of Montana.

Mfg. Shows Good Trends

Employment in manufacturing, both durable and non-durable goods, was 18,800 after an increase of 300 from March. All of this gain was in fabricated metal, stone and clay production firms. Employment in lumber manufacturing remained the same as March but started to rise as April ended. Conditions for logging were starting to improve and some mills were already hiring extra shifts. Smelters at Anaconda and Great Falls were adding to their payrolls weekly. These employment gains will show on May payrolls.

Other Seasonal Gains

Seasonal forces also contributed to gains in government, service industries, and the transportation and utilities group. A 300 increase in government was shared by both federal and state-local sectors where 200 and 100 additional workers were hired respectively. Employment in service industries rose to 23,000 after a gain of 600 from March. All the gain of 100 in the transportation and utilities group was in public utility firms.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

(Compiled in cooperation with U. S. Bureau of Labor Statistics)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1) Mar 1962	2) Feb 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961	Mar. 1962	Feb. 1962	Mar. 1961
3) All Manufacturing	4.3	3.3	3.1	2.6	2.2	1.7	4.3	3.4	3.7	1.4	1.2	1.3	1.5	1.6	1.9
Durable Goods	5.3	4.3	3.3	3.1	2.8	1.7	5.1	4.0	4.5	1.6	1.4	.9	2.0	2.0	2.9
Primary Metal	5.3	1.5	.9	2.4	.2	.2	2.0	2.7	4.0	.8	.6	.9	.5	1.9	2.4
3) Nondurable Goods	2.3	1.6	2.6	1.7	1.0	1.9	2.7	2.3	2.3	.9	.8	1.8	.7	.8	.1
All Mining	5.6	5.1	4.4	2.4	1.4	1.7	6.3	6.3	5.9	2.6	2.2	1.8	1.7	2.4	2.6
Metal Mining	5.3	5.3	3.8	1.2	.5	.2	5.3	5.3	5.0	2.1	2.9	1.5	.1	.8	1.8

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.

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Along the Hiring Line—Field Summary May 1

ANACONDA, Deer Lodge Philipsburg (289 jobseekers, 127 new, 142 men, 147 women). Smelter employment approaches 2,700 mark after good hiring trends in April. Sixty-one years of representing smelter workers ended for Mine, Mill and Smeltermen's union when smelter employees favored the United Steel Workers in a run-off election. Pickup evident in most other work.

BILLINGS, Columbus, Hardin, Hysham, Red Lodge, Roundup—(3,638 jobseekers, 1,365 new, 2,647 men, 991 women). Economic trends up in most industries with labor demand chiefly for skilled workers. Large labor surplus exists in unskilled and service industry classifications. Eleven interstate highway projects totaling over $5 million in progress. April building permits over $1 million. New construction starts included a church and a downtown motel. Yellowtail Dam employment expected to be 450 by June 1. Trade employment at normal seasonal volume. Operations of an interstate trucking firm will transfer to another state by June 15, involving 120 workers.

BOZEMAN, Ennis, Three Forks, Trident—(433 jobseekers, 202 new, 290 men, 143 women). Employment gains noted in all industries. Good agenda of construction projects in progress. Million dollar expansion program started at cement plant, recently reopened. Utility firm plans construction of $100,000 office building. Twenty-two new homes under construction. Sawmill employment at full scale. Shortages of experienced logger exists. Opening of facilities at Yellowstone Park and resort towns providing employment.

BUTTE, Virginia City, Whitehall—(1,038 jobseekers, 226 new, 573 men, 465 women). Employment advances in mining and construction paced the April labor market. Mining employment up 300 in past two months. good progress in construction of $37 million copper-concentrator plant with employment expected to build up to 1,400 workers by 1963. Stable trends in trade and service industries with hiring to step up next 60 days.

CUT BANK—(239 jobseekers, 111 new 188 men, 51 women). Jobseekers file cut in half as hiring increased in construction, trade and agriculture. Natural gas pipeline and road projects main construction activities. Farm labor shortages developed.

DILLON—(115 jobseekers, 102 new, 76 men, 39 women). Work on highway, bridge, dam, and building projects at good pace. Several substantial building projects scheduled to start soon. Farm labor demand chiefly for irrigators, tractor operators, livestock men and ranch cooks. Wages range from $6 to $9 per day and $125 to $200 per month, both with board and room.

GLASGOW, Fort Peck, Malta, Opheim—(282 jobseekers, 147 new, 168 men, 114 women). Six new building projects and two additions to existing structures at air base gave employment to 100 workers. Base housing project scheduled for completion by June 30. Main street hiring above year ago with better economic conditions.

GLENDIVE, Circle, Wibaux—(275 jobseekers, 105 new, 213 men, 62 women). Construction accounted for nearly half of the April hirings with the rest mainly in public utilities and trade industries. New courthouse, high school and interstate highway projects under construction. Oil well drilling slowed considerably but fairly good actively noted in field exploration.

GREAT FALLS, Choteau, Fort Benton, Stanford—(1,778 jobseekers, 671 new, 1,166 men, 612 women). Trade and service establishments provided most of the April job orders. Labor demand will continue in these industries during the summer months. Good employment prospects also forecast in construction, public utilities and transportation industries. Manufacturing employment should exhibit good hiring trends next 90 days.

HAMILTON, Stevensville—(351 jobseekers, 100 new, 255 men, 96 women). Industrial labor market activities quite active despite the absence of any large projects. Logging employment still not up to normal but worker callbacks beginning. Forest service hiring men for work on areas burned last summer. Trade industry hiring advancing. Good hiring trends on the farm front.

HAVRE, Chinook, Harlem—(355 jobseekers, 137 new, 244 men, 111 women). Hiring in industry and farm above last month and a year ago. Most April job orders came from trade establishments and private households. Construction still slow but expect to pickup by late summer when three large building projects totaling $5 million are slated to start.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(556 jobseekers, 268 new, 328 men, 228 women). Good employment expansion in construction and trade industries. About 215 men employed on four large projects including interstate highway, cement plant, shopping center and natural gas pipeline. Preliminary work starting on new downtown motel. Summer employment outlook appears good as job prospects increase in construction, trade and service industries, and logging and sawmill work.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(1,721 jobseekers, 207 new, 1,422 men, 299 women). Labor market activity increased in construction, trade and lumbering manufacturing during April. Labor surplus chiefly in unskilled and service worker classifications. Skilled and semi-skilled sawmill workers in short supply due to upswing in sawmill and plywood production. Eighty workers working on natural gas pipeline construction with 100 more to be employed next 60 days. One-hundred fifty seasonal employees of national park and forest service back at work.

LEWISTOWN, Harlowton, Ryegate, Winnet—(222 jobseekers, 99 new, 168 men, 54 women). Trade and construction employment provided the bulk of April jobs sparked by presence of missile site work in area. Farm hiring shows some increase over last year but lack of moisture giving some concern on the farm front.

LIVINGSTON, Big Timber—(321 jobseekers, 100 new, 198 men, 123 women). Em ployment patterns active in nearly all industry segments except logging because of thawing conditions. Sawmill operating at normal rate. Railroad employment up 10% over last year because of increased traffic to Seattle World's Fair. Service and trade hiring up as summer business increases. National Park Service employment expected to reach 700 by July. Yellowstone Park Company expected to employ 1,700-2,000 workers for the season as record tourist year expected.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(143 jobseekers, 82 new, 115 men, 28 women). April industrial employment was second highest on record with construction accounting for nearly half of job hiring. Employment expansion in trade

LABOR MARKET INDICATORS

	Apr. 1962	Mar. 1962	Apr. 1961	Apr. Avg 1953-62
Industrial Employment	162,700	159,000	159,500	159,000
New Job Applicants	4,941	3,326	3,586	3,574
Job Applicants, End of Month	14,185	18,935	19,073	12,769
Insured Unemployment, Week of	**May 5 1962**	**Apr.. 6 1962**	**May 6 1961**	**Avg. 1st May Wk. 1958-62**
New and Renewal Claims	474	1,343	831	755
Unemployed Weeks Filed	5,155	9,609	10,667	8,739
Total Unemployment Claims	5,629	10,952	11,498	9,494

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)*

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1954	148.8	147.6	149.4	153.4	158.0	164.1	166.6	167.8	157.1	156.1	160.3	158.0	157.2
1955	150.6	149.0	149.6	155.6	160.7	169.2	170.6	172.9	171.7	168.3	164.7	162.7	162.1
1956	156.6	154.4	156.3	163.0	169.3	177.4	177.4	179.8	177.2	174.6	170.4	166.7	168.6
1957	156.8	155.0	156.8	161.3	166.0	172.0	174.2	174.2	170.8	167.4	163.2	159.9	164.8
1958	153.1	150.3	150.5	156.4	162.4	167.1	170.2	172.2	170.0	168.8	165.8	162.4	162.4
1959	155.3	153.2	155.9	162.2	167.5	174.0	177.5	179.2	169.9	165.6	161.5	159.4	165.1
1960	152.7	152.5	156.1	163.5	168.4	175.8	176.9	177.7	174.8	171.6	167.5	164.5	166.7
1961	156.9	154.8	156.0	159.5	164.6	172.9	175.2	176.6	174.6	171.6	167.3	164.2	166.2
1962	158.1	158.0	159.0	162.7**									

* Estimates revised on the basis of more complete and accurate figures for industry segments not covered under the Unemployment Insurance Program. **Preliminary Estimate.

Along the Hiring Line—Field Summary May 1

and service establishments exceeds forecasts. Good trends to prevail throughout summer months.

MISSOULA, Arlee, Drummond, Superior—(1,161 jobseekers, 509 new, 844 men, 317 women). Increased labor market activity most prevalent in construction and lumber manufacturing. Construction projects include highways, city sewage system, bridge and college dormitory totaling nearly $7 million. Cost estimates of new forest products underway at Bonner not released. Trade industry employment showed little advance from March levels.

POLSON—(336 jobseekers, 118 new, 228 men, 108 women). No appreciable change in labor market patterns from March. Passive trends existed in April in lumber and logging because of spring breakup factors. Some building construction projects to start in May, including super market and school. Potato sorting, grading and shipping active during April.

SHELBY—(289 jobseekers, 122 new, 205 men, 84 women). New job applicants up as transient farm workers moved into area. Good demand for construction, trade and service workers during April. More construction workers to be in demand during May as new work begins.

SIDNEY—(130 jobseekers, 36 new, 90 men, 40 women). Economic trends starting to show slow but not appreciable rise. Volume in trade and service establishments over last year. Construction at lowest level in years with only small commercial projects and home building in progress. Farm labor demand above last year. Sugar beet seeding and other planting operations over half done.

THOMPSON FALLS, Hot Springs—(230 jobseekers, 31 new, 191 men, 39 women). Warmer weather permitted resumption of some logging with peak employment to be reached about June 1. All lumber mills operating with two shifts, with addition of third shift expected by mid-May. Employment expansion also noted in forest service and rock quarrying work. Trade and service employment at normal levels.

WOLF POINT, Plentywood, Scobey—(283 jobseekers, 76 new, 215 men, 68 women). Good April hiring trends in agriculture, construction, trade and service and in government. Construction employment 100 down last year because of fewer projects and the nature of others requiring less manpower. Government hiring chiefly in the Indian Service and state and county highway departments. Some farm labor shortages developed during the month.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	Apr. 1962 (2)	Mar. 1962 (3)	Apr. 1961	Mar. '62 to Apr. '62	Apr. '61 to Apr. '62
NON-AGRICULTURAL INDUSTRIES	162,700	159,000	159,500	3,700	3,200
Manufacturing	18,800	18,500	18,400	300	400
Durable goods	12,000	11,700	11,200	300	800
Lumber and timber products	6,500	6,500	6,300	00	200
Primary metals	3,600	3,600	3,400	00	200
Other (4)	1,900	1,600	1,500	300	400
Nondurable goods	6,800	6,800	7,200	00	— 400
Food and kindred products	3,600	3,600	3,900	00	— 300
Printing and publishing	1,600	1,600	1,700	00	— 100
Petroleum refining	800	800	900	00	— 100
Other (5)	800	800	700	00	100
Mining	6,500	6,500	6,900	00	— 400
Metal mining	3,800	3,800	4,100	00	— 300
Coal, quarrying and nonmetallic	800	800	700	00	100
Petroleum-natural gas production	1,900	1,900	2,100	00	— 200
Contract Construction	11,500	10,400	9,100	1,100	2,400
Contractors, building construction	2,700	2,500	2,900	200	— 200
Contractors, other than building	5,000	4,600	3,000	400	2,000
Contractors, special trade	3,800	3,300	3,200	500	600
Transportation and utilities	17,500	17,400	17,800	100	— 300
Interstate railroads	7,900	7,900	8,200	00	— 300
Transportation except railroads	3,800	3,800	3,700	00	100
Utilities including communication	5,800	5,700	5,900	100	— 100
Trade	38,800	37,500	39,000	1,300	— 200
Wholesale trade	8,200	8,100	8,500	100	— 300
Retail trade	30,600	29,400	30,500	1,200	100
General merchandise and apparel	5,600	5,300	5,800	300	— 200
Food stores	4,900	4,900	4,800	00	100
Eating and drinking establishments	7,600	6,900	7,600	700	00
Automotive and filling stations	5,700	5,600	5,900	100	— 200
Retail trade not elsewhere classified	6,800	6,700	6,400	100	400
Finance, insurance and real estate	6,800	6,800	6,600	00	200
Services and miscellaneous	23,000	22,400	22,700	600	300
Hotels, rooming houses, camps, etc.	2,800	2,500	2,700	300	100
Personal services	2,000	2,000	2,100	00	— 100
Other (6)	18,200	17,900	17,900	300	300
Government	39,800	39,500	39,000	300	800
Federal	10,300	10,100	10,100	200	200
State and local	29,500	29,400	28,900	100	600
Great Falls Area (Cascade County)	22,500	22,200	21,500	300	1,000
Manufacturing	3,500	3,500	3,100	00	400
Contract construction	2,800	2,600	2,700	200	100
Transportation and utilities	2,000	2,000	2,100	00	— 100
Trade, wholesale and retail	5,600	5,500	5,300	100	300
Services and miscellaneous (7)	4,700	4,700	4,600	00	100
Government	3,900	3,900	3,700	00	200
Billings Area (Yellowstone County)	23,200	22,600	23,300	600	— 100
Manufacturing	3,000	2,900	2,900	100	100
Contract construction	1,200	1,000	1,500	200	— 300
Transportation and utilities	2,700	2,700	2,800	00	— 100
Trade, wholesale and retail	7,400	7,200	7,300	200	100
Finance, Insurance, Real Estate	1,500	1,500	1,400	00	100
Services and miscellaneous (8)	3,900	3,800	4,100	100	— 200
Government	3,500	3,500	3,300	00	200

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 1,001 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,423 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above. Also includes finance, insurance, real estate and mining.

(8) Same as (6) above. Also includes mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN APRIL 1962 AND APRIL 1961

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								UI Claims*	
	Apr. 1962		Apr. 1961		Apr. 1962		Apr. 1961		Apr. 1962				Apr. 1961				Wk. 5-5	
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1962	1961
Anaconda	127	18	45	6	289	44	522	85	96	37	133	48	85	19	104	17	131	490
Billings	1,365	244	590	155	3,638	581	3,047	640	586	419	1,005	338	494	366	860	277	963	1,823
Bozeman	202	38	161	36	433	90	607	156	180	114	294	78	160	100	260	70	169	281
Butte	266	49	232	43	1,038	224	2,319	592	182	7	189	74	57	25	82	22	503	1,284
Cut Bank	111	35	82	25	239	87	428	148	87	83	170	69	49	68	117	45	93	237
Dillon	102	38	95	38	115	13	202	38	59	182	241	130	46	131	177	89	53	119
Glasgow	147	23	83	20	282	52	709	226	153	94	247	74	51	48	99	22	153	547
Glendive	105	13	45	7	275	43	240	69	105	22	127	32	69	32	101	26	55	162
Great Falls	671	139	652	190	1,778	409	2,570	711	496	256	752	230	316	198	514	183	585	1,062
Hamilton	100	9	69	16	351	63	488	112	69	55	124	38	40	39	79	11	156	280
Havre	137	6	93	15	355	66	510	126	94	162	256	88	91	118	209	87	132	298
Helena	268	32	187	37	556	106	851	302	190	71	261	102	155	46	201	67	295	496
Kalispell	207	36	202	43	1,721	461	2,361	582	143	29	172	41	169	23	192	53	835	1,585
Lewistown	99	19	75	15	222	44	532	143	102	102	204	54	57	92	149	63	128	202
Livingston	100	14	91	19	321	57	594	141	78	31	109	37	48	24	72	21	135	348
Miles City	82	13	84	19	143	19	356	69	112	127	239	38	46	122	168	34	88	266
Missoula	509	87	436	90	1,161	214	1,252	361	299	65	364	135	216	66	282	100	572	881
Polson	118	11	49	11	336	69	360	99	82	125	207	78	92	73	165	66	159	294
Shelby	122	37	167	60	289	73	317	86	108	352	460	67	48	205	253	42	99	230
Sidney	36	7	28	4	130	25	167	29	44	45	89	18	49	44	93	30	66	109
Thomp. Falls	31	9	43	16	230	70	316	112	52	8	60	26	44	11	55	19	132	254
Wolf Point	76	10	77	12	283	60	325	76	38	32	70	18	33	47	80	27	127	251
TOTALS	4,981	887	3,586	877	14,185	2,870	19,073	4,903	3,355	2,418	5,773	1,813	2,415	1,897	4,312	1,371	5,629	11,499

*Includes 219 claims of the Fed. UC Program 332 same a year ago. 494 claims under the Fed. TEC program not included.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Apr.(1) 1962	Mar.(2) 1962	Apr. 1961	Apr.(1) 1962	Mar.(2) 1962	Apr. 1961	Apr.(1) 1962	Mar.(2) 1962	Apr. 1961
All Manufacturing	$ 95.62	$ 95.10	$ 96.43	38.4	38.5	39.2	$ 2.49	$ 2.47	$ 2.46
Durable goods	90.65	89.15	94.80	37.0	37.3	39.5	2.45	2.39	2.40
Primary metals	103.88	103.06	98.64	39.8	40.1	39.3	2.61	2.57	2.51
Nondurable goods	106.19	104.08	99.72	41.0	40.5	38.8	2.59	2.57	2.57
Food and kindred products	92.67	89.68	85.49	43.1	42.3	41.7	2.15	2.12	2.05
All Mining	107.07	108.40	104.15	40.1	40.6	39.3	2.67	2.67	2.65
Metal mining	104.79	104.52	102.17	39.1	39.0	38.7	2.68	2.68	2.64
Transportation and Utilities (except Rys.)	103.36	102.75	95.46						
Transportation (except railroads)	107.00	106.70	101.10						
Utilities and communiaction	98.25	98.00	91.96	39.3	40.0	38.8	2.50	2.45	2.37

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

UNEMPLOYMENT COMPENSATION
COMMISSION OF MONTANA

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HELENA, MONTANA

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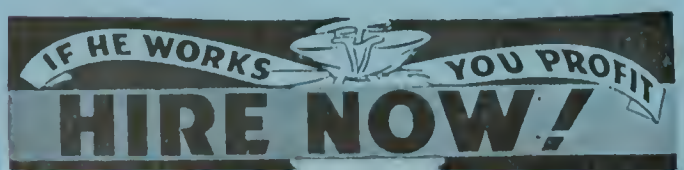
Act of Congress



CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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